

**SOUDERTON AREA SCHOOL DISTRICT**

760 Lower Road  
Souderton, PA 18964

A regularly scheduled public meeting of the Souderton Area Board of School Directors was held Thursday, August 28, 2008 at the District Administrative Office in the Tinner Board Room. The meeting was called to order at 7:12 PM by President Bernard S. Currie, followed by the Pledge of Allegiance.

The roll call was as follows:

PRESENT:	Dr. R. Paul Baumgartner	Thomas A. Kwiatkowski
	William J. Brong	Eric R. MacDougall
	Bernard S. Currie	R. Bud Miller
	Scott C. Jelinski	Victor M. Verbeke
ABSENT:	Mark D. Leer	
SOLICITOR:	Jeffrey Sultanic, Esq.	

Also present at the meeting were: Dr. Charles Amuso, Karen Berk, Brenda J. Bray, Donna Brown, R. Bradley Clemens, Molly Dugan, Henry Franz, Frank Gallagher, Steve Pollack, Gail Ryan, Jack Silva, David Thayres, members of the Souderton Area Education Association, representatives from *The Reporter*, *The Souderton Independent*, *The Morning Call*, *The Intelligencer*, and the public.

WORKSHOP ITEMS

Operations Committee  
William J. Brong, Chairman

Discussion of Middle Level Transition Attendance Boundary Lines

This matter was referred to the Operations Committee by consensus of the School Board on July 24, 2008 after a request was made by one Board member to revisit this decision for further discussion.

Mr. Brong opened the workshop by briefly reviewing the history of the attendance boundary line development.

Dr. Amuso stated that the administration was given guidelines on February 8<sup>th</sup> to determine the boundary lines. One of the guidelines was that both schools were to be equal in size, approximately 800 students each. The other guideline was to focus on a boundary that would provide transportation of students in an efficient manner. Efficient manner was defined as the amount of time that students spend on the bus. The administration recommended Scenario #1 of 7 scenarios and presented the information to parents in April. The administration continues to recommend Scenario #1.

Mr. MacDougall stated that he agreed with the administration's recommendation. The administration followed the Board's guidelines and has presented their recommendation.

WORKSHOP ITEMS (CONTINUED)

Operations Committee (Continued)

Discussion of Middle Level Transition Attendance Boundary Lines (Continued)

Mr. Jelinski stated that parents who live in the “Vernfield triangle” area of the district have expressed concern about their children being split between Indian Valley and Indian Crest. He shared information relating to the families involved.

Mr. MacDougall indicated that a decision was made, and there will always be someone who isn’t happy with the decision. The plan that the administration recommended affects the least amount of people.

Mr. Brong agreed with Scenario #1. He shared that he had talked with Dale Burkhard and learned that sixth grade students are grouped when they get to Indian Valley with students from other schools to help them make new friends.

Mr. Jelinski spoke about the benefit of students staying together as a community.

Mr. Verbeke asked for the number of students affected in the “Vernfield triangle” area.

Mr. Clemens shared the breakdown of the number of students affected for the next several years and added that enrollment is always fluent.

At this point in the meeting, 7:24 PM, the meeting was stopped for an announcement by the Franconia Township Police to make a public announcement that attendees parking of private property adjacent to the Administration Center needed to move their vehicles.

The meeting resumed at 7:26 PM.

Mr. Verbeke mentioned that he had reviewed emails and letters relating to this issue and would support Scenario #2 because Indian Valley could handle the larger number of students.

Dr. Baumgartner also mentioned that he had reviewed emails and parent concerns, but had not come to a decision.

Mr. Miller asked for clarification of Scenario #2 and asked if there would be additional costs for Scenario #2.

Mr. Clemens responded that when working with TSI, the Vernfield area would be an issue in efficient bus runs. Bus runs for 2009-2010 have not been developed yet for this area.

Mr. Miller stated that in the last redistricting, the Board had provided a change to the initial proposal for a neighborhood to be allowed to stay at Franconia Elementary. In this case, Scenario #1 and #2 met the guidelines set out for the administration, costs are about the same, and the number of students is basically the same for both scenarios.

Mr. MacDougall commented about letters received from Salford Hills parents who are also concerned.

WORKSHOP ITEMS (CONTINUED)

Operations Committee (Continued)

Discussion of Middle Level Transition Attendance Boundary Lines (Continued)

Mr. Miller stated that he would support Scenario #2.

Mr. Brong questioned if Scenario #2 would keep the Vernfield students together in future years.

Mr. Clemens responded that enrollment is unpredictable. In Scenario #2, all Vernfield students would go to Indian Valley.

Mr. Kwiatkowski stated that he was in support of Scenario #2.

Dr. Baumgartner added his support of Scenario #2.

Mr. Currie indicated that a charge was given to the administration and they accomplished the goal. He spoke about the Board following policy governance, and that this issue was a perfect model. Some people will be unhappy with the outcome. He acknowledged that Mr. MacDougall has had experience dealing with this type of issue in the past. Mr. Currie indicated his support for Scenario #1. He added that a consensus was needed from the Operations Committee before the issue could be moved to the Board for action.

Mr. MacDougall commented on the Attendance Area Resolution that had been passed by the Board in February.

Mr. Currie indicated that the Resolution stands until the Operations Committee comes to the Board with a different recommendation.

Mr. Verbeke questioned a point of order and asked for the scenarios to be put to a vote.

Mr. Sultanik stated that the Board was currently in a committee workshop format, and the committee needed to make a recommendation in order to bring the issue back to the Board.

Mr. Brong polled the members of the Operations Committee.

Mr. Jelinski took issue with not having a chance to vote on the recommendation.

Mr. Brong stated that he had attended the public meeting, where roughly 10 to 15 families showed up, which is less than 1% of the people affected. Since the administration did what they were asked to do, there was minimal feedback from parents, and the Operations Committee was split on a decision 2 to 1. Mr. Brong stated that the Operations Committee recommends Scenario #1 and the February 2008 Resolution as it stands.

WORKSHOP ITEMS (CONTINUED)

Operations Committee (Continued)

North Montco Technical Career Center Resolutions

- a. Resolution authorizing a variance of the Pennsylvania Department of Education's 20 year reimbursement rule.

Dr. Amuso indicated that a Resolution is required to authorize the Pennsylvania Department of Education to allow a variance for the 20 year reimbursement rule, which states that agencies cannot be reimbursed for renovations to a building until 20 years have passed from the original renovation work. North Montco was last renovated in 1995. If the Operations Committee approves, this Resolution would move to the next Board meeting for a vote.

- b. Resolution authorizing the Joint Operating Committee to engage the necessary design professionals for renovations at North Montco Technical Career Center.

Dr. Amuso indicated that this project has been under study for the past 2 to 3 years.

Mr. Brong stated that Mr. Michael Lucas, Executive Director at North Montco, will be at the September 11<sup>th</sup> Board meeting to give a presentation on the project. The Pennsylvania Department of Education has reviewed the project.

Mr. Sultanik explained that the Resolution to engage the necessary design professionals for renovations must be approved by all sending schools of North Montco.

Mr. Miller asked if Mr. Lucas would also be including future curriculum and programs for North Montco in this September 11<sup>th</sup> presentation.

Mr. Brong explained that there will be drawings to explain the expansion, which in turn will address curriculum offerings.

Mr. Kwiatkowski asked what the financial impact would be for Souderton.

Mr. Sultanik explained that by law, the North Montco Joint Operating Committee (JOC) has no authority to spend money on capital projects. The sending school districts are responsible for funding the project. Right now, the Resolution is just to enter into an architect's design and agreement. No commitments beyond those expenditures. Legally, the costs must be brought back to the Board for a decision. Souderton has two representatives on the JOC who will report back on the progress of the project. Mr. Sultanik suggested that a report be included in the Operations Committee monthly report.

Mr. Kwiatkowski questioned what the next step would be.

Mr. Brong asked for clarification on state reimbursement for this project.

WORKSHOP ITEMS (CONTINUED)

Operations Committee (Continued)

North Montco Technical Career Center Resolutions (Continued)

Mr. Sultanik explained that reimbursement from the state for technical career centers is much higher than reimbursement for regular school district projects.

**Recommendation: Move both Resolutions to the September 11, 2008 consent agenda.**

Policy Committee  
Victor M. Verbeke, Chairman

Discussion of Policy #603 – Budget Preparation

Mr. Verbeke explained that revisions to Policy #603 were recommended to comply with Act 1 and local procedures developed during the budget preparation process for the 2008-2009 Budget. A First Reading of the policy would take place at the September 11, 2008 Board meeting.

Dr. Amuso also explained that revisions were meant to reflect Act 1 and local procedures, and indicated that the last revision to this policy was in 1985.

Dr. Baumgartner indicated that he supported the changes.

Mr. MacDougall asked about the policy being specific enough. He questioned if additional revenue needed to be prioritized.

Dr. Amuso explained that page two clarifies the process.

Mr. Currie added that the revisions placed the responsibility on the Board to reduce or override the index.

It was suggested that a change be made on page two regarding the support of currently funded non-mandated programs.

Mr. Verbeke stated that this policy would be an affirmation of what the Board went through last year, reflecting values and specific guidelines to direct the administration. The policy gives all stakeholders a certainty that the Board will be accountable.

**Recommendation: Move Policy #603 – Budget Preparation to the September 11, 2008 Board meeting for a First Reading.**

PUBLIC COMMENT ON AGENDA ITEMS

Mr. Currie proceeded to give instructions that speakers would be limited to three minutes.

Maureen Benner, from Franconia, shared her disappointment on the outcome of the Middle Level Transition Attendance Boundary decision.

REPORT OF THE PRESIDENT

Bernard S. Currie

Mr. Currie presented information entitled “Setting the Record Straight.” He shared information about where the Souderton teachers rank in Montgomery County according to information on the PDE information. Souderton’s average teacher salaries are in the top 10% statewide. He noted that the tax burden is on the home owners in Souderton since there is no sizeable industry in the area. He explained aid ratios and how they are used to determine a district’s ability to fund education costs from local taxes. Souderton ranks 16<sup>th</sup> out of 22 districts in Montgomery County. That is the lower third of the county in ability to pay teachers’ salaries and benefits.

Other issues addressed by Mr. Currie were the retention of teachers, attracting new teachers to the district, strike plans, and how people can stay up-to-date on negotiations.

An Executive Session was held on August 14, 2008 to discuss negotiations and personnel items. The session lasted 90 minutes.

An Executive Session was held this evening prior to the Board meeting to discuss personnel and real estate items. The meeting lasted approximately 30 minutes.

CONSENT/ACTION AGENDA

Dr. Amuso presented the consent/action items A-K, with the exception of item E2, plus the addendum items for approval. He indicated that item E2 was to be removed from the agenda. Board members were asked to remove any other items from the agenda or addendum if more discussion was needed.

Mr. Miller and Mr. Brong asked to have item F removed from the vote.

With a motion by Dr. Baumgartner, second by Mr. Brong, and on a vote of 8 to 0, it was

**RESOLVED**, That the Board approve the Consent/Action items A-K, with the exception of item E2 and F, and the addendum items as listed:

Recommendation to Approve Minutes of the August 14, 2008 School Board Meeting.

Recommendation to Approve Financial Statements and Check Listings for July 2008.

**EXHIBIT A**

Recommendation to Approve Requests to Attend Conferences/Workshops

<b>PATRICIA GOODHART</b>	Attendance/Child Accounting Professional Association
Registrar, Student Accounting	Fall Conference
Specialist	Hershey, PA
	October 10, 2008 (Friday)
	Est. Expenses: \$206.15
	Sub. Expenses: <u>0.00</u>
	Total Expenses: \$206.15

CONSENT/ACTION AGENDA (CONTINUED)

Recommendation to Approve Requests to Attend Conferences/Workshops (Continued)

<b>DEBORAH ALDER</b> Principal, E. M. Crouthamel Elem.	Differentiated Instruction: Making Sure We Get It Right Seminar Jeffersonville, PA October 17, 2008 (Friday) & December 5, 2008 (Friday)
<b>MARIANNE BOYD</b> Principal, West Broad Str. Elem.	Est. Expenses: \$2,070.00 (Combined)
<b>SHARON FUHRMAN</b> Principal, Vernfield Elem.	Sub. Expenses: <u>0.00</u>
<b>DONNA HUFF</b> Principal, Lower Salford Elem.	Total Est. Expenses: \$2,070.00 (Combined)
<b>ELIZABETH MAZA</b> Supervisor of Elementary Special Education	
<b>MARYELLEN MYERS</b> Principal, Salford Hills Elem.	

PERSONNEL – PROFESSIONAL STAFF

Recommendation to Accept Resignations

<b>DANIELLE HUESTON</b>	Long-Term Substitute, Third Grade, Oak Ridge Elementary Effective: August 25, 2008
<b>JOSHUA PENNINGTON</b>	Technology Education, Indian Valley Middle School Effective: On or before October 20, 2008
<b>RACHAEL SIMMS</b>	Special Education-Autistic Support, Vernfield Elem. Effective: On or before October 15, 2008

Recommendations for Employment

<b>JILL ALBAUGH</b> Replacement for Contracted Services <u>Education</u> Drexel Univ. (BS) 1981 Temple Univ. (BS) 1985	District Occupational Therapist <b>TEMPORARY PROFESSIONAL</b> Beginning: 2008-2009 School Year <u>Experience</u> 1993-1995 & 1996-2008-SASD-Occupational Therapist-Independent Contractor Recommended Salary - \$70,275 – B (15)♦
<b>REGAN DERSTINE</b> Replacement for Valerie Sebra (childrearing) <u>Education</u> Eastern Mennonite Univ. (BS) 2003 Recommended Salary \$19,861 - B+24(1)♦	Special Education-Learning Support, Indian Valley M. S. <b>LONG-TERM SUBSTITUTE</b> Effective: First Semester, 2008-2009 School Year <u>Experience</u> 2007-2008-SASD-Indian Crest Jr. High-Special Ed. Aide Oct. 2006-June 2007-Lancaster-Lebanon I.U.#13-Life Skills Support 2004-2006-PennView Christian School-Modified Learning Support 2003-2004-Ken-Crest-Early Intervention

♦ 2007-2008 Salary Guide-Salary to be adjusted pending approval of a new Professional Collective Bargaining Agreement.

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Employment (Continued)

**PATRICIA GIDARO** District Physical Therapist  
Replacement for **TEMPORARY PROFESSIONAL**  
Contracted Services Beginning: 2008-2009 School Year  
Education Experience  
Philadelphia College of Pharmacy & Science 1997-2008 - SASD-Physical Therapist-Independent Contractor  
(BS & MPT) 1988  
Recommended Salary - \$60,146 – M (12)♦

**ASHLEY HECKMAN** Fifth Grade, Salford Hills Elementary  
Replacement for **LONG-TERM SUBSTITUTE**  
Janet Smith (childrearing) Effective: First Semester, 2008-2009 School Year  
Education Experience  
Moravian College (BA) 2007-2008-SASD-E.M.C.-Title I Teaching Assistant  
2006-2007-Centennial School, Bethlehem-Teacher-Elem. Program  
Fall 2005-Student Teaching-Calypso Elem., Bethlehem & Plainfield Elem., Pen Argyl, PA- Second and Fourth Grades  
Recommended Salary - \$18,928 – B+12(1)♦

**JAIME KERWOOD** Mathematics Teacher, Souderton Area High School  
Replacement for **LONG-TERM SUBSTITUTE**  
Lisa Pitts (childrearing) Effective: First Semester, 2008-2009 School Year  
Education Experience  
Temple Univ. (BS) 2001 2002-2008-North Montco Technical Career Center-  
NOVA Southeastern Univ. Mathematics Teacher  
(MA) 2007 Feb-June 2001-Council Rock H.S.-Long-Term Substitute-  
Mathematics  
Recommended Salary - \$20,523 – M(1)♦

♦ 2007-2008 Salary Guide-Salary to be adjusted pending approval of a new Professional Collective Bargaining Agreement.



CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Employment (Continued)

**LORI LEMAN** .6 District Speech & Language Clinician  
Replacement for **TEMPORARY PROFESSIONAL**  
Contracted Service Beginning: 2008-2009 School Year

<u>Education</u>	<u>Experience</u>
University of Maine (BS) 1984	2006-2008-SASD-Speech Clinician 2005-2008-The Nyman Group, Speech Pathologist
Northeastern Univ. (MS) 1984	1993-1997-Healthcare Rehab Systems, Inc.-Speech/ Language Pathologist 1989-1991-Maine School District #60-Speech/Language Pathologist 1987-1989-New England Speech Services-Speech/ Language Pathologist 1984-1987-Atlanticare Medical Center, Massachusetts- Speech/Language Pathologist

Recommended Salary - \$34,006.20 – M(10)♦

**MARCELINA McCOOL** .5 Spanish Teacher, Indian Crest Jr. High  
Replacement for **TEMPORARY PROFESSIONAL**  
Part-Time Hourly Position Beginning: 2008-2009 School Year

<u>Education</u>	<u>Experience</u>
Temple Univ. (BA) 2000 Temple Univ. (M.Ed.) 2002	2005-2008-Lower Merion S.D.-Harriton H.S.-Spanish Teacher March-June 2005-Pennridge H.S.-Long-Term Substitute World Language Teacher 2000-2004-School District of Philadelphia-Overbrook H.S. World Language Teacher

Recommended Salary - \$23,843 – M+24 (2)♦

**RACHEL RAYTIK** Social Studies, Indian Valley Middle School  
Replacement for **LONG-TERM SUBSTITUTE**  
Alyssa Picard (childrearing) Effective: First Semester-2008-2009 School Year

<u>Education</u>	<u>Experience</u>
Millersville Univ. (BS) 2007	2007-2008-Coatesville Area S.D.-S. Brandywine Middle School-7 <sup>th</sup> Grade Social Studies Spring 2007-Student Teaching-Lampeter Strasburg High School, PA

Recommended Salary - \$18,661.50 – B(1)♦

♦ 2007-2008 Salary Guide-Salary to be adjusted pending approval of a new Professional Collective Bargaining Agreement.

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Employment (Continued)

**JAMES RUGARBER** Technology Education, Indian Valley Mid. Sch.  
Replacement for **TEMPORARY PROFESSIONAL**  
Joshua Pennington Beginning: 2008-2009 School Year  
(resigned)

<u>Education</u>	<u>Experience</u>
Univ. of Northern Iowa (BA) 1994	Feb.-June 2007-Neshaminy H.S.-Long-Term Sub.- Earth Science 2003-2004-Keith Valley Middle School-Earth Science 2002-2003-Pennsbury H.S. West-Building Sub & Teacher of Graphics Arts 2000-2002-Spring-Ford H.S.-Earth & Applied Science 1999-2000-William Tennant H.S.-General Science

Recommended Salary - \$39,722 – B+24 (1)♦

**SUSANNE STEEN** Third Grade, Lower Salford Elementary  
Replacement for **LONG-TERM SUBSTITUTE**  
Lynn Connery-Orcutt Effective: 2008-2009 School Year  
(Teacher on Assignment/Reading Recovery)

<u>Education</u>	<u>Experience</u>
East Stroudsburg Univ. (BS) 2000	2006-2008-Central Bucks S.D.-John Barclay Elem.- Sixth Grade 2000-2006-Stroudsburg Area S.D.-Clearview Elem.- Second Grade & First/Second Multi-Age/Looping

Recommended Salary - \$39,722 – B+24(1)♦

**STACEY YANEZ** Third Grade, Oak Ridge Elementary  
Replacement for **LONG-TERM SUBSTITUTE**  
Danielle Hueston (resigned) Effective: First Semester-2008-2009 School Year

<u>Education</u>	<u>Experience</u>
Gwynedd-Mercy College (BS) 2004	2007-2008-Souderton Area S.D.-E.M.C.- Title I Teaching Teaching Assistant May-June 2007-SASD- Oak Ridge-Per-Diem Extended Substitute-Fourth Grade 2005-2007-SASD-Oak Ridge-Title I Teaching Asst.

Recommended Salary - \$18,661.50 – B(1)♦

♦ 2007-2008 Salary Guide-Salary to be adjusted pending approval of a new Professional Collective Bargaining Agreement.

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – PROFESSIONAL STAFF (CONTINUED)

Recommendations for Transfer

**DOUGLAS R. HENNING**

Replacement for Lora Kuhns  
(transfer to 12-month)

From: Science Teacher, Indian Valley Middle Sch.  
To: Teacher on Assignment-Dean of Students,  
Indian Valley Middle School  
Effective: 2008-2009 School Year

Education

Bloomsburg Univ. (BS) 1976  
West Chester Univ. (M.Ed.) 1983

Experience

1976-1987-SASD-Lower Salford- Fifth Grade  
1987-2008-SASD-Indian Valley Middle School-  
Sixth Grade-Science & Language Arts

**TARA VOORHEES**

Contract moved to Indian  
Valley

From: Special Education, Learning Support-  
Vernfield Elementary  
To: Special Education, Learning Support-  
Indian Valley Middle School  
Beginning: 2008-2009 School Year

Recommendation to Approve Request for Childrearing Leave

**CHRISTINE WUELFING**

Beginning approximately January 9, 2009, following Family/Medical Leave, through the remainder of the 2008-2009 school year. Mrs. Wuelfing is planning to return to work for the 2009-2010 school year.

Fifth Grade, West Broad St. Elementary

◆ 2007-2008 Salary Guide-Salary to be adjusted pending approval of a new Professional Collective Bargaining Agreement.

PERSONNEL – SUPPORT STAFF

Recommendation to Accept Resignations

**STEVEN KRATZ**

Part-Time Custodian, Vernfield Elementary  
Effective: September 5, 2008

**AMY KRUZIC**

Special Education Aide, Vernfield Elementary  
Effective: August 19, 2008

**DENISE MOORE**

Secretary/Receptionist, Souderton Area High School  
Effective: August 27, 2008

**TROY RADCLIFF**

Part-Time Custodial Substitute  
Effective: August 1, 2008

**LYNNE SOBEL**

Special Education Aide, Souderton Area High School  
Effective: August 19, 2008

**KELLY WIMMER**

Substitute Café/Playground Aide, West Broad St.  
Effective: August 25, 2008

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – SUPPORT STAFF (CONTINUED)

Recommendation to Approve Transfers

**ESTRELLA RADCLIFF** From: Food Service Substitute  
Replacement for To: Food Service Asst., High School  
Wanda Shannon (transfer) Beginning: September 2, 2008  
Hours: 4.25 per day  
Wage: \$10.30 per hour

**THERESA SCHLOSSMAN** From: Substitute Cafe/Playground Aide, Vernfield Elem.  
Replacement for To: Cafeteria/Playground Aide, Vernfield Elem.  
Mary Ann Hoermann Beginning: September 2, 2008  
(resigned) Hours: 1.5 hours, 3 days per week  
Wage: \$9.62 per hour

**WANDA SHANNON** From: Food Service Asst., High School  
Replacement for To: Food Service Asst., Salford Hills  
Bev Rubery (transfer) Beginning: September 2, 2008  
Hours: 3.25 per day  
Wage: \$9.78

**NANCI TROXEL** From: Café/Playground Aide, West Broad St. Elem.  
New Position per To: Special Education Aide, Learning Support-  
2008-2009 Budget Kindergarten, West Broad St. Elementary  
Beginning: September 2, 2008  
Hours: 6.5 per day  
Wage: \$9.57 per hour

**TERRI WENGER** From: Café/Playground Aide, West Broad St. Elem.  
New Position per To: Special Education Aide, One-to-One & Primary  
2008-2009 Budget Learning Support, West Broad St. Elem.  
Beginning: September 2, 2008  
Hours: 6 per day - Total  
Wage: \$10.40 per hour – One-to-One Aide  
Wage: \$9.57 per hour – Learning Support Aide

Recommendations for Employment

**TESSA ALBIN** Title I Teaching Assistant, E. M. Crouthamel Elem.  
Replacement for Beginning: September 2, 2008  
Elizabeth Webb (transfer) Hours: 6 per day  
Wage: \$12.77 per hour

**SHELLY BARNDT** Special Education-Kindergarten Aide-PM, Vernfield Elem.  
New Position per Beginning: September 2, 2008  
2008-2009 Budget Hours: 3 per day  
Wage: \$9.57 per hour

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – SUPPORT STAFF (CONTINUED)

Recommendations for Employment (Continued)

**KIMBERLY BRYAN** Title I Teaching Assistant, E. M. Crouthamel Elem.  
Replacement for Beginning: September 2, 2008  
Ashley Heckman (transfer) Hours: 6 per day  
Wage: \$12.77 per hour

**ELLEN DOLAN** Library Clerical Assistant, Souderton Area High School  
Replacement for Beginning: September 2, 2008  
Debra Fulcher (resigned) Hours: 6 per day  
Wage: \$11.09 per hour

**JACQULYN HIMMEL** Title I Teaching Assistant, E. M. Crouthamel Elem.  
Replacement for Beginning: September 2, 2008  
Stacie Yanez (transfer) Hours: 6 per day  
Wage: \$12.77 per hour

**ALICE HOLLINGSWORTH** Intervention Aide, Vernfield Elementary  
New Position – ABG Funds Beginning: September 2, 2008  
Hours: 5.5 per day  
Wage: \$13.77 per hour

**DANIEL HUBER** Part-Time Custodial Substitute  
Beginning: August 29, 2008  
Hours: As needed  
Wage: \$9.71 per day

**SHAYNA LEVENSON** ESL Teaching Assistant, E. M. Crouthamel Elem.  
New Position per Beginning: September 2, 2008  
2008-2009 Budget Hours: 7 per day  
Wage: \$12.77 per hour

**BRIANNA OERTEL** Part-Time Custodian, Vernfield Elementary  
Replacement for Beginning: September 2, 2008  
Christopher Aiken Hours: 4 per day  
(resigned) Wage: \$9.71 per hour

**STEPHANIE SMITH** Cafeteria/Playground Aide, Vernfield Elementary  
Replacement for Beginning: September 2, 2008  
Stephanie Smith Hours: 1.5 per day, 2 days per week  
(resigned & is now returning) Wage: \$9.37 per hour

CONSENT/ACTION AGENDA (CONTINUED)

PERSONNEL – SUPPORT STAFF (CONTINUED)

Recommendations for Employment (Continued)

**MARK WALDSPURGER** Part-Time Custodial Substitute  
Beginning: August 29, 2008  
Hours: As needed  
Wage: \$9.71 per day

Recommendation to Approve Supplemental Contracts for Coaching Positions for the 2008-2009 School Year

<b>JAMES CHAIKOWSKY</b>	Asst. Football Coach (IC)	\$1,963.00
(Corrected step and salary from August 14 <sup>th</sup> Board agenda)		
<b>MARK MAZUREK</b>	Asst. Football Coach (IV)	2,208.00
<b>ANDREW McCLINTOCK</b>	Head Soccer Coach (IV)	2,703.00
<b>SCOTT MEYERS</b>	Asst. Football Coach (IV)	2,061.00
<b>STEPHEN NOGAMI</b>	Head Football Coach (IV)	3,010.00
<b>TAMI WENGER</b>	Head Field Hockey Coach (IV)	2,498.00

Recommendation to Approve Contracted Services for Coaching Positions – 2008-2009 School Year

<b>NORMAN ESCHBACH</b>	Asst. Football Coach (IV)	\$2,499.00
<b>JEFFREY COUGHENOUR</b>	Marching Instructor (HS)	1,480.00
(Corrected salary from July 24 <sup>th</sup> Board agenda)		
<b>STEPHEN RAYSOR</b>	Asst. Colorguard Instructor, Fall (HS)	2,242.00
(Corrected salary from July 24 <sup>th</sup> Board agenda)		
<b>LARRY TRIMBLE</b>	Head Colorguard Instructor, Fall (HS)	2,826.00
(Corrected salary from July 24 <sup>th</sup> Board agenda)		

Recommendation to adopt Excellence and Equity proposal for the Middle Level Transition Program for Grades 6 and 7 beginning with the 2009-2010 school year. **EXHIBIT B**

Request to approve a mandated “tuition contract” for a Souderton Area School District student with Bancroft Rehabilitation Services, a private school for students with disabilities, in Camden, New Jersey, for the 2008-2009 school year. **EXHIBIT C**

Policy #810 – Transportation

The Transportation Policy has been revised to reflect recommended PSBA changes and to include mandated language on reporting of employee crimes/child abuse. The recommendation is to approve the Third Reading and adopt Policy #810 – Transportation. **EXHIBIT D**

At this point in the meeting, Mr. Currie called for a motion for item F that was pulled from the vote.

Recommendations for Employment of Substitute Teachers, Nurses, and Food Service Employees for the 2008-2009 School Year, Plus Additions:

**LINDA BISHOP**

**DANA GERHART**

**MICHAEL RUNYAN**

CONSENT/ACTION AGENDA (CONTINUED)

There was a motion by Mr. Jelinski, second by Mr. Kwiatkowski.

Both Mr. Brong and Mr. Miller indicated that they would abstain from the vote because their wives were listed on the Substitute Nurse listing.

The vote was taken, and on a vote of 6 to 0, with 2 abstentions (Mr. Brong and Mr. Miller), it was

**RESOLVED**, That the Board approve the recommendations for employment of Substitute Teachers, Nurses, and Food Service Employees for the 2008-2009 school year as presented, plus the additional names as listed on the addendum:

**LINDA BISHOP**

**DANA GERHART**

**MICHAEL RUNYAN**

**EXHIBIT E**

DISCUSSION/ACTION ITEMS

There were no items for discussion/action.

INFORMATIONAL ITEMS

The next scheduled School Board Meeting will be held on Thursday, September 11, 2008 beginning at 7:00 PM. The meeting will be held in the Tinner Board Room of the Souderton Area School District Administrative Office Building, 760 Lower Road, Souderton, PA.

The next North Montco Technical Career Center Joint Operating Committee Meeting is scheduled for Monday, September 15, 2008 in the Administrative Conference Room at North Montco, 1265 Sunnyside Pike, Lansdale, PA. The meeting will begin at 7:30 PM.

The next meeting of the Montgomery County Intermediate Unit Board of Directors will take place on Wednesday, September 24, 2008 at 7:45 PM in Conference Rooms B3/B4, Montgomery County Intermediate Unit, 1605 West Main Street, Norristown, PA.

Another scheduled School Board Meeting will be held on Thursday, September 25, 2008 beginning at 7:00 PM. The meeting will be held in the Tinner Board Room of the Souderton Area School District Administrative Office Building, 760 Lower Road, Souderton, PA.

REPORT OF THE SOLICITOR

Jeffrey Sultanik, Esq.

There was no report from the solicitor.

UNFINISHED/NEW BUSINESS FROM THE BOARD

No unfinished/new business from the Board.

PUBLIC COMMENTS

Mark Bainbridge, resident of Franconia, voiced his opinion about negotiations. He asked the Board to manage tax dollars, but also pay teachers comparable salaries to surrounding school districts.

Tracy Cole, resident of Franconia Township, shared her thoughts about information being shared in the public. The negotiations will have an impact on the budget and the community for years to come. She asked the Board to rely on the administration and Mr. Sultanik to negotiate.

Donna Tomasevich, of Franconia Township, questioned who suggested the “Putting the Record Straight” presentation.

Judi Whitmire, of Lower Salford Township, asked both sides to negotiate fairly. She stated that parents want children in school to learn and both sides should consider the students.

Mary Nelligari, of Lower Salford Township, spoke about health benefits and salary increases. She also shared information that was published in the *Philadelphia Inquirer's* “Report Card on Schools.”

Bill Lukridge, President of SAEA, read a statement regarding negotiations and stated statistics from PDE. He indicated that Souderton’s PSSA scores rate near the top and spoke about teachers who have left the district in search of higher salaries. Mr. Lukridge stated that the teachers voted Thursday afternoon to strike Tuesday morning if no agreement is reached on Monday.

Rose Beutikofer, from Lower Salford Township, indicated that she would be willing to pay for a good education for her children. She urged the Board to start negotiating after the Board meeting.

Michelle Wagner, of Harleysville, stated that she wanted to see a fair contract and asked for negotiations to start immediately to avoid a strike.

Gwen McWilliams, from Telford, commented on students receiving a good education. She suggested that teachers’ salaries should be compatible with surrounding districts, and also raise the health benefit maximum.

Betsy Whitman, from Harleysville, spoke about how teachers are professional, creative, and caring. She has paid taxes for years and knows a quality education.

Geri Kraynak, of Lower Salford Township, commented on the education that her children have received. She is concerned that it is nearing Labor Day and no contract. She asked both sides to negotiate and consider the children.

Claire Erskine, from Franconia Township, stated that she moved to Souderton because of the schools. She supports the teachers and is very pleased with the education at Souderton. Mrs. Erskine also stated that she was willing to pay higher taxes for good education.



PUBLIC COMMENTS (CONTINUED)

Roz Swartley, of Lederach, thanked the administration for the education that her children had received. She shared her views for supporting the teachers, and stated that it was bad judgment on behalf of the Board not to have Mr. MacDougall on the negotiation team.

Joanne Grossman, of Harleysville, asked the Board to negotiate now. The type of information coming out from both sides is making it difficult to understand what is true and what is false. She asked if the fund balance could be used to help fund a contract. She stated that taxpayers are also voters.

Michelle Reed, from Harleysville, asked for negotiations to continue. Her family moved to Souderton because of the great education. She pleaded with both sides to come up with a fair contract.

J. R. Passarella, from Telford, asked what would happen to the sports programs if there was a strike.

David Lord, from Telford, shared his views on the information that SAEA has shared with the public. He stated that higher salaries do not translate to better performing students.

Hugh Donnelly, from Franconia Township, thanked the Board for their efforts and the time that is put in to do the job. He indicated that the facts in the paper are confusing and picketing will only get the taxpayers worked up.

Ernest Rosato, of Upper Salford, spoke about the state legislators always pitting the teachers against the taxpayers. Taxpayers who live in the district want to continue to live in the district. He spoke about higher property taxes if higher salaries are granted. Mr. Rosato asked why SAEA does not want performance evaluations for their membership.

Matt Sholly, a student at Souderton Area High School, spoke from a student's perspective of the strike. He stated that the students want to be in school and learning.

Elizabeth Notvest, a resident of the district, stated that parents need to be involved in education. Teachers deserve a raise, but on the other hand, people are losing jobs.

Deb Nyman, a resident of the district, mentioned that there are good and bad teachers in the district and parents do not have a say about teacher performance. Taxpayers and parents would like to see some kind of input on teacher performance.

ADJOURNMENT OF MEETING

With no further business to discuss, a motion was made by Mr. Brong, with a second by Mr. Kwiatkowski to adjourn the meeting. On a vote of 8 to 0, it was

ADJOURNMENT OF MEETING (CONTINUED)

**RESOLVED**, That the Board adjourn the meeting at 9:39 PM.

Respectfully,

Brenda Jones Bray  
Board Secretary